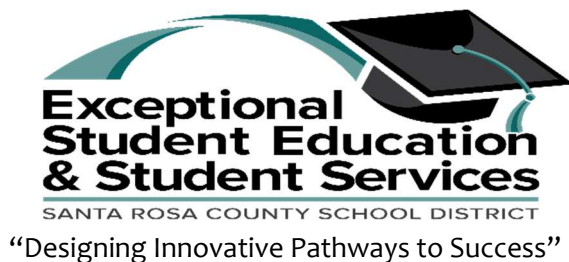


Debbie S. Anderson
Director
Exceptional Student Education



Deborah D. Ray
Deputy Director
Exceptional Student Education

November 29, 2018

Dear Santa Rosa District School Board Members,

The following ESE School Related Employees were employed to work beyond their regular contracted hours to provide services to students as dictated by their IEP's. The students they served had extenuating circumstances that prevented them from attending school during regular school hours.

These individuals were hired based on their specific skillset and therefore; performed the exact same duties as they do during regular school hours. Individuals with this skillset is extremely hard to find yet in high demand.

Laura Brumfield BCBA

Kimberly McDonald Para Pro IW

Kimberly Nail Interpreter

The Master Contract indicates that School Related Employees who work beyond their regular contracted hours should be granted compensatory time. However, in this case, due to the fact that they performed the same exact duties as they do during their contracted hours, The Fair Labor Standard Act requires that non-exempt employees be paid overtime at a rate not less than one and one-half times their regular rate of pay. School Related Employees falls into the non-exempt category as determined by the United States Department of Labor.

If you have any further questions, please do not hesitate to contact me.

Sincerely,

Debbie Anderson

Debbie Anderson